

September 13, 2011

Vera Todorov  
President  
Association of Legal Professionals  
c/o City Attorney's Office  
200 E. Santa Clara Street  
San Jose, CA 95113

**RE: Reopener on Sick Leave Payout**

Dear Ms. Todorov:

As you know, we reached an agreement on May 27, 2011, for a successor Agreement that included a provision to meet and confer on several matters, including Sick Leave Payout for current and future employees to the extent that this benefit falls within the scope of representation. The provision requires the City or ALP to provide notice to the other of its request to meet and confer on sick leave payout.

The City is interested in commencing the sick leave payout discussions as soon as possible. This letter serves as official notice that the City is requesting to meet and confer on the above referenced matter pursuant to the provision in the Agreement between the City and ALP.

The City proposes to have our first meeting on Thursday, September 22, 2011, at 11:00AM, at the Office of Employee Relations. Please let us know if the ALP negotiation team is available to meet on this date or provide some alternative dates.

Sincerely,



Gina Donnelly  
Deputy Director of Employee Relations